DAY 1
AAR ISSUES

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
CDID – Lead AG School – Assist Doctrinal HR Company TRO versus C2.	Some concern over the span of C2 an HR Co Cdr has to execute over widely disperse Platoons, particular in a combat environment like Iraq. Proposal is HR doctrine should place Platoon TRO with the HR Co Cdr and expect C2 delegation to FOB or Area Cdrs.
DISCUSSION	RECOMMENDATION
• HR Company Commander troop visits to subordinate Platoons requires significant risk in a combat zone • FOB or Area Commanders could provide Platoon C2 • FOB or Area Commanders do not understand HR R5, postal or casualty mission (distractors – guard / DFAC duty)	• Continue discussion or doctrinal review to determine appropriate C2 risk • AG School recommends no change to current doctrine

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
FORSCOM – Sourcing Lead CDID – STRAT COOM Lead Sourcing Issues for 07-09 and 08 rotations.	R5 PLT HQs / Teams shortfall for both rotations.
DISCUSSION	**RECOMMENDATION**
• Determining the right theater HR requirements remains a challenge, particularly for R5 • Wrong ratios used (1/200 vs 1/400) • R5 missions continue to deal with log issues (i.e., hotel / life support)	• Possibly extend BOG for selective units to 18 months • Possibly execute RC involuntary recall • Possibly break dwell time • May require a Joint solution • Consider STRAT COMM COAs for HR planners and the rest of the Army on R5 capabilities (entry level, who leads?)

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
CDID / AG School – Lead NOTT distribution and workload.	There are 2 NOTTs for the AC and 1 NOTT split between the USAR and ARNG; there is an RC challenge with getting nondeploying HR units trained and maintaining NOTT training beyond FY 07.
DISCUSSION • RC needs another NOTT • Need to look at DMO extension beyond FY 07 • Workload shifts to RC after FY 07 • Can't lose institutional knowledge with 2 AC NOTTs	**RECOMMENDATION** • Look at options to retain 2 AC NOTTs beyond FY 07 • RC wants fair and equitable use of 2 AC NOTTs

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
HR Community – Lead PSDR sync cross-talk across the Force.	IMCOM identified a sync issue with sharing timely PSDR information and cross-talk with all commands, agencies and components.
DISCUSSION • There are few venues to support robust PSDR cross-talk and information sharing	**RECOMMENDATION** • DP 91 weekly meetings • Army G3 OI has a weekly venue for PSDR cross-talk and information sharing • Need to expand target audience for both venues

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
CDID – Funding Lead AG School – Training Lead ARNG / USAR – Assist ARNG / USAR funding / shortage / training of HR professionals.	ARNG / USAR not able to place HR professionals into HR billets.
DISCUSSION • ARNG is only able to fill 9 allocations out of 30 for per AG School CCC • HR professional shortage in ARNG / USAR • Funding issues impact both ARNG / USAR HR professional fill and training	**RECOMMENDATION** • AG School review process and procedures with ARNG / USAR for more HR officer training opportunities. • Develop COAs to address ARNG / USAR HR professional shortage • DA determine how to resolve funding issue

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
IMCOM – Lead AG School – Assist Civilian HR professional PSDR funding / training.	Civilian HR professionals have the same funding and training issues as the ARNG / USAR.
DISCUSSION	RECOMMENDATION
• PSDR funding / training issues impact civilian HR professionals, particular at IMCOM installations	• AG School review process and procedures for PSDR training for civilian HR professionals • DA determine how to resolve funding issue

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
IMCOM – Lead HR Community – Assist HR Community consider differences between CONUS garrison HR functions for OCONUS installations.	HR functions may differ between CONUS and OCONUS.
DISCUSSION • Example – USPS support for CONUS garrison installations is different from OCONUS installations • Example – Installation reception ops are different in OCONUS	**RECOMMENDATION** • HR Community consider HR function differences between CONUS and OCONUS installations • IMCOM to conduct an MPD Modeling Conference in Feb 07

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
Army G1 – Lead CDID / HR Community – Assist Ref DP 91, what is the Army's azimuth on Rear Detachments and installation Soldier / family reception operations?	General feeling is the Army is letting DP 91 die a slow death; the Army is leaning toward decentralizing Soldier / family reception operations at installation level.
DISCUSSION	**RECOMMENDATION**
• Army Commands must address issues ref Rear Detachment and installation Soldier / family reception operations with the Army senior leadership • The Army needs to provide guidance on mission requirement (or not) ref Rear Detachments and installation Soldier / family reception operations	HR leaders need to aggressively tee up DP 91 issues with their respective green tab commanders and send strong feedback to DA.

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
HRC – Lead AG School – Assist AG School students retaining LOGIN and passwords for HR systems after departure from HR course.	AG School students have to "reapply" for HR systems LOGIN and password after completion of HR course.
DISCUSSION • For efficiency AG School students should retain LOGIN and passwords for HR systems vice having to reapply upon arrival to new unit.	**RECOMMENDATION** HRC and AG School are working to resolve this issue.

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
IMCOM – Lead ARNG / USAR – Assist Virtual Installation Management (VIM) modules for ARNG / USAR.	ARNG / USAR in- and out-processing requirements need to be incorporated into VIM.
DISCUSSION	RECOMMENDATION
• VIM does not currently include ARNG / USAR in- and out-processing requirements.	• ARNG / USAR works with IMCOM to resolve issue • VIM documents and information are also posted in AKO

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
AG School / Army DIMHRS – Lead What is the DIMHRS training implementation plan for the AG School?	Need to get DIMHRS training institutionalized within the AG School prior to DIMHRS Army-wide decision & implementation (Apr/Jun 08).
DISCUSSION • AG School working toward implementing DIMHRS training ahead of Army-wide DIMHRS decision & implementation in Apr/Jun 08. • Need to work DIMHRS training bridging strategy in the near term.	**RECOMMENDATION** AG School and Army DIMHRS will work to resolve this issue.

DAY 2
AAR ISSUES

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
CDID – Lead Does the HR Community have clarity on how medical profiles are entered into HR systems?	Who actually submits medical profiles into HR systems? What are the consequences for Soldiers pulling out late hip pocket profiles?
DISCUSSION	**RECOMMENDATION**

• Need clarity on what the medical profile process and procedures are for:
    ✓ Hospital Personnel Admin Division (PAD)
    ✓ Soldier
    ✓ Unit
• Per FORSCOM, DA is reviewing nondeployable standards and procedures from a holistic approach
	CDID will research medical profile processing procedures and the impact on HR systems data accuracy for nondeployable Soldiers.

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
EPMD, HRC – Lead AG School – Assist Reclassification of Enlisted 42L Soldiers.	Over 2,500 42L Soldiers have yet to take action on Army-wide mandatory reclassification.
DISCUSSION	RECOMMENDATION
• The Army's 42L mandatory reclass program has been in effect for ~2 years • MILPER Msg 06-194 provides reclass guidance • Enlisted MOS 42A is still a shortage MOS	• EPMD, HRC will retransmit reclass guidance to the field from MILPER Msg 06-194 • AG School SGM will provide names to Army-wide HR leadership to encourage 42L Soldiers to reclass into 42A.

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
CDID – Lead AG School – Assist NOTT training material on PSDR web site may be outdated from AKO.	NOTT training material on PSDR web site is updated when CDID is notified.
DISCUSSION	RECOMMENDATION
• NOTT training material on PSDR web site is available for non-AKO users • NOTT training material on AKO is always updated • PSDR can add direct link to NOTT training material on AKO • AKO can be the sole repository for NOTT training material, however, does not support access for non-AKO users	CDID and AG School need to resolve access TTP for NOTT training material.

AAR – PSDR Sync Conference (23-24 Jan 07)

LEAD / TOPIC	ISSUE
PEO – Lead (routed thru Army G1) CDID – Assist G6 buy-in and coordination for VSAT air time.	G6s do not have clear visibility of VSAT requirements and capabilities, particularly in regard to funded air time .
DISCUSSION • When VSATs are purchased air time is automatically funded (1 year) • CDID works VSAT coordination with command and compo G6s • Need certified trainers to install VSAT • Some command / compo G6s not aware of funded air time when VSATs are purchased	**RECOMMENDATION** • PEO takes the lead to work the G6 piece of this issue • CDID to consider a PSDR STRAT COMM strategy for other than the HR Community… who else needs to know (i.e., command / compo G6s for VSAT)

BACK-UP ISSUES FOR
COL WHALEY
Chief, CDID, TAGD, HRC

AAR – PSDR Sync Conference (23-24 Jan 07)

TOPIC	ISSUE
What do we call it after you've been PSDR'd?	Need proper terminology for when PSDR training is completed.
DISCUSSION	**RECOMMENDATION**
• Need term and definition upon completion of PSDR training.	CDID will review terminology issue for completion of PSDR training.

AAR – PSDR Sync Conference (23-24 Jan 07)

TOPIC	ISSUE
PSDR STRAT COMM issues.	CDID solicited feedback on PSDR STRAT COMM issues.
DISCUSSION	**RECOMMENDATION**
• Target PSDR STRAT COMM to all compo Commanders • PSDR is a wartime mission in the ARNG; everyday HR mission is currently status quo – need STRAT COMM for Commanders for clarity • Tools available to HR leaders – Council of Colonels, green tab deskside briefs, use a grass roots approach, include CSMs / SGMs	• HR leaders need to push PSDR STRAT COMM vehicles within their respective commands • Need more specific PSDR STRAT COMM venues for ARNG / USAR

AAR – PSDR Sync Conference (23-24 Jan 07)

TOPIC	ISSUE
PSDR STRAT COMMs – Prepackaged briefings for GO, Brigade and Battalion Commanders.	HR leaders are requesting specific leadership PSDR prepackaged briefings to support STRAT COMMs at command / unit / installation level.
DISCUSSION Specific GO, Brigade, and Battalion prepackaged PSDR briefings should address: • New HR capabilities for Cdrs • What's being pushed down to S1s • No AG mumbo-jumbo	**RECOMMENDATION** • CDID requests HR leaders review what briefings are already available on the PSDR web site • CDID will work specific leadership prepackaged PSDR briefings based on HR community feedback